

EEOC FORM

715-01

PART J

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. Naval Security Group Command
	1.a. 2 nd Level Component	1.a. Naval Security Group Activities
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	446	100.00%	425	100.00%	-21	-4.71%
	Reportable Disability	32	7.17%	29	6.82%	-3	-9.37%
	Targeted Disability*	0	0.0%	0	0.0%	0	0.0%
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						0	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	21	0	0.0	0	0.0	2	9.52	19	90.48
4. Non-Competitive Promotions	0	0	0.0	0	0.0	0	0.0	0	0.0

5. Employee Development/Training	0	0	0.0	0	0.0	0	0.0	0	0.0
5.a. Grades 5-12	0	0	0.0	0	0.0	0	0.0	0	0.0
5.b. Grades 13-14	0	0	0.0	0	0.0	0	0.0	0	0.0
5.c. Grade 15/SES Development Training	0	0	0.0	0	0.0	0	0.0	0	0.0
6. Employee Recognition and Awards	91	6	6.59	0	0.0	1	1.1	84	92.31
6.a. Time-Off Awards (Total hrs awarded)	620	4	0.65	0	0.0	1	0.16	41	6.61
6.b. Cash Awards (total \$\$\$ awarded)	89250	2	0.0	0	0.0	0	0.0	42	0.05
6.c. Quality-Step Increase	1	0	0.0	0	0.0	0	0.0	1	100.0
7. Details and Task Force Assignments	0	0	0.0	0	0.0	0	0.0	0	0.0

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I . Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

NARRATIVE ON THE
SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, HIRING AND
ADVANCEMENT OF
INDIVIDUALS WITH TARGETED DISABILITIES

Naval Security Group (NSG) Command employees are serviced through eight Human Resource Service Centers. The NSG Equal Employment Opportunity (EEO) Office (which resides outside of any of the servicing Human Resource Centers or offices) interacts with all Service Centers, Human Resource Centers, Civilian Personnel Offices (to include the Civilian Intelligence Personnel Office) and Civilian Personnel Liaisons responsible for actions relevant to NSG personnel. Through service agreements, memorandum of agreements and joint personnel initiatives, employment trends for recruiting, training and retaining persons with disabilities are addressed at each respective servicing HRO and is reported through that office to the NSG EEO Office for monitoring. As part of the proactive program of hiring and maintaining persons with disabilities, the Command Deputy EEO Officer diligently participates in initiatives that attract persons with disabilities and ensures reasonable accommodations are being made to the employee or applicant for employment.